



DEPARTMENT OF THE NAVY
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WASHINGTON, DC 20350-3000

IN REPLY REFER TO:

DMCS
February 10, 2005

From: Director, Marine Corps Staff
To: All HQMC Employees

Subj: NSPS ENABLING REGULATIONS

Over the last year, we have been apprising you of the Department of Defense (DoD) efforts to develop a new system for managing the Department's civilian resources, known as the National Security Personnel System (NSPS). The NSPS will provide DoD with a more modern and flexible system, needed to meet the challenges of the twenty-first century. The design of NSPS has been a collaborative effort and has considered employee, management and union input obtained from focus groups, town hall meetings, the NSPS website, and sessions with representatives from employees' unions.

I am pleased to inform you that the proposed NSPS enabling regulations will be published in the *Federal Register* on Monday, 14 February 2005. The *Federal Register* will also be accessible via the NSPS Website at WWW.CPMS.OSD.Mil/NSPS, effective 14 February. A hard copy of the NSPS *Federal Register* will also be available for public viewing at the Government Printing Office in Washington, D.C. on Friday, February 11, 2005.

The *Federal Register* provides for a 30-day period to give interested parties the opportunity to submit formal comments on the regulations. I ask that you review the regulations, give them thoughtful consideration, and provide any comments you may have. Comments must be received by March 16, 2005 and may be submitted electronically via the WWW.CPMS.OSD.Mil/NSPS website or by hard copy to: Program Executive Office, NSPS, Attn: Brad Bunn, 1400 Key Boulevard, Suite B-200, Arlington, VA. 22209-5144. If you have questions regarding this notice, you can contact our NSPS Project Manager, NAME, at E-Mail/Phone.

This is an exciting time for those of us within the DoD. I hope you take advantage of the opportunity to influence the design of the NSPS. It is through your insights and feedback that we will make the system the best it can be. Our workforce deserves nothing less!

A handwritten signature in black ink, reading "James I. Webb", is located at the bottom of the page.